

## POLICY AND RESOURCES COMMITTEE – 14 MARCH 2022

### PART I – NOT DELEGATED

#### 6. STAFF ENVIRONMENTAL CHARTER (CED)

##### 1 Summary

- 1.1 A proposal to introduce a Staff Environmental Charter to embed and inspire the consideration of environmental and carbon impacts when making decisions, implementing policies, and interacting with the wider District and County. The proposed Environmental Charter also encourages the consideration of climate change in staff's everyday lives when working from home or the office with particular consideration to transport, waste and energy.
- 1.2 The actions in the Charter are a response to the declaration of a Climate Emergency in 2019 followed by a Climate Emergency and Sustainability Strategy and associated action plan put together to aid the Council and the District to reach net-zero carbon by 2030 and 2045 respectively.

##### 2 Description

- 2.1 Three Rivers District Council has committed to getting the Council's operations to net-zero carbon by 2030 and the District to net-zero by 2045. The Climate Emergency and Sustainability Strategy and associated Action Plan which followed the Climate Emergency declaration was ranked top out of the District Authorities in Hertfordshire in recent research by Climate Emergency UK.
- 2.2 Given our commitment to tackle the "climate emergency" declared in May 2019, we have created a Charter to help embed consideration of sustainability in all employees' and members' day-to-day operations and life. This is something that can be promoted to existing staff and members, and included in new employee or member inductions. Climate Change training for staff and members will also soon be available.
- 2.3 The Charter will be made available to staff via the intranet and incorporated into new staff inductions to ensure every employee pays due consideration to sustainability in their roles. Additionally, the Charter will be displayed as posters on staff notice boards and on the backs of toilet doors to help raise awareness of it.
- 2.4 The proposed Charter is as follows:
- Inspire our officers and elected members to consider environmental impacts in the provision of all services offered by the Council.
- Listen to the ideas and suggestion of all employees of the Council in order to be as creative and as successful as possible in tackling the climate emergency.
- Embed environmental impacts into all decision-making processes including policy, procurement, investments, project planning and service delivery.
- Ensure our recruitment and training enables our team to continually advance their knowledge and awareness of climate change resulting in officers committed to achieving our sustainability targets.

Inspire our officers to consider the environment amongst other factors when selecting their place of work and mode of travel, within the requirements of the Agile Working Charter.

When at work in either the office or home, we will consider how to minimise our energy use and waste production.

Provide officers with the technology both remote and hybrid, to ensure that a blended approach of office and home works effectively to support our environmental goals.

Aim to inspire our officers to be advocates for climate change not only at work, but in their personal lives too.

Across Our District we will:

Listen, learn, inspire and support our residents and businesses to help us all achieve our District emissions net zero target.

Continue to pursue the advancement of recycling and overall waste reduction in our own operations and encourage our residents to do the same to divert as much waste as possible from landfill.

Promote the adoption of positive environmental behaviours among residents and businesses.

Protect and restore nature on our own land, and work in the wider district to encourage landowners to do the same.

Work with our Local Authority neighbours across Hertfordshire and the South East to maximise attainment of our shared sustainability goals.

Meet the housing need of our residents while encouraging developers in the District to utilise the most sustainable methods of design and construction, and enhance nature for our communities.

- 2.5 Please see attached an example of an internal poster we will use to for promotion of the charter to staff which can be found at Appendix A (Appendix A). Other means of communicating this to staff and members will be used including our 'green heroes' initiative, the intranet and staff or member induction.

### **3 Options and Reasons for Recommendations**

- 3.1 The Charter will encourage officers and members with a shared sense of commitment to tackle the climate emergency in all aspects of their work on behalf of Three Rivers District Council, and hopefully extend some of these behaviours in personal lives.

### **4 Policy/Budget Reference and Implications**

- 4.1 The budgets associated with any promotional materials are within the current Climate Change budget.
- 4.2 The recommendations in this report relate to the achievement of the following performance indicators:

<b>Indicator Reference</b>	<b>Indicator Title</b>
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CP50	Climate Emergency and Sustainability Action Plan
CP52	Greenhouse gas emissions reported as CO2 equivalent

## 5 Environmental Implications

5.1 The purpose of the Charter is to help embed consideration of, and action on, the climate and ecological emergencies in the day-to-day operations of all Council staff. The Charter therefore supports the overall achievement of the aims of the Climate Emergency and Sustainability Strategy and Action Plan.

## 6 Financial Implications

6.1 None specific.

## 7 Equal Opportunities Implications

7.1 Relevance Test

Has a relevance test been completed for Equality Impact?	Yes
Did the relevance test conclude a full impact assessment was required?	No

## 8 Risk and Health & Safety Implications

8.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. In addition, the risks of the proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.

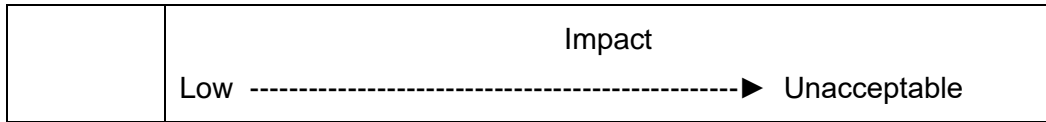
8.2 The subject of this report is covered by the Community Partnerships service plan. All departments across the council are impacted or have areas of delivery in the action plan. Any risks resulting from this report will be included in the risk register and, if necessary, managed within this/these plan(s).

Nature of Risk	Consequence	Suggested Control Measures	Response <i>(tolerate, treat, terminate, transfer)</i>	Risk Rating <i>(combination of likelihood and impact)</i>
The Council fails to deliver the Action	The Council will fail to deliver improvements to address climate change	For the Committee to continue delivery of the action plan	Tolerate	4

plan and meet targets.	within the District.	including the staff environmental charter and approve progress.		
The Council fails to act to reduce its' emissions	The Council 2030 and 2045 pledge is unlikely to be met, unless a co-ordinated programme of activity is implemented.  The Council will not be addressing the Climate Emergency and thus will contribute further to the increase in global warming and its' consequences.	For the Committee to continue the delivery of the Action Plan including the staff environmental charter to ensure effective project management to deliver the actions.	Treat	6

8.3 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

Very Likely Remote ↓ Likelihood	Low 4	High 8	Very High 12	Very High 16
	Low 3	Medium 6	High 9	Very High 12
	Low 2	Low 4	Medium 6	High 8
	Low 1	Low 2	Low 3	Low 4



Impact Score	Likelihood Score
4 (Catastrophic)	4 (Very Likely (≥80%))
3 (Critical)	3 (Likely (21-79%))
2 (Significant)	2 (Unlikely (6-20%))
1 (Marginal)	1 (Remote (≤5%))

**9 Recommendation**

**That**

9.1.1 Policy and Recourses Committee agree and recommend the Environmental Charter to Council, subject to any comments by Leisure, Environment and Community Committee, as part of the Council’s commitment to deliver the Climate and Sustainability Action Plan.

Report prepared by: Elen Roberts, Climate Change, Sustainability and Recycling Officer.

**Data Quality**

Data sources:

Data sources were contained in the Climate Emergency and Sustainability Strategy which was approved by Council 25 May 2021

Data checked by: Jo Hewitson, Climate Change and Sustainability Strategy Officer.

<b>1</b>	<b>Poor</b>	
<b>2</b>	<b>Sufficient</b>	✓
<b>3</b>	<b>High</b>	

**Appendices:**

Appendix A – Three Rivers District Council Environment Charter